

# Finance and Insurance

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		00-0000 Total All Occupations (00-0000)	11-1011 Chief Executives (11-1011)	11-1021 General and Operations Managers (11-1021)	11-2021 Marketing Managers (11-2021)
Typical Education <sup>a</sup>		N/A	Bachelors	Associates	Bachelors
N		2,698	N/D	N/D	N/D
Average Hourly Wage (\$)		12.54	20.46	.	26.37
% Paid Piece Rate		1.7	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	81.1	0.0	100.0	100.0
	Retirement	73.8	0.0	100.0	100.0
	Paid Leave	84.0	0.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	95.8	100.0	100.0	100.0
	Critical Thinking	92.0	100.0	100.0	100.0
	Reading Comprehension	92.5	100.0	100.0	100.0
	Technology Design	42.7	0.0	0.0	100.0
	Operation and Control	50.2	50.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	74.1	100.0	100.0	100.0
	Not Satisfied	6.8	0.0	0.0	0.0
	Neither	7.1	0.0	0.0	0.0
	Other	12.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	2.1	100.0	0.0	0.0
	21-35	9.9	0.0	0.0	0.0
	36 or More	88.1	0.0	100.0	100.0
Gender	Female	72.4	50.0	0.0	100.0
	Male	22.6	0.0	100.0	0.0
	Nonresident	5.0	50.0	0.0	0.0
Age Group	19 and Younger	2.6	0.0	0.0	0.0
	20-24	20.8	0.0	0.0	0.0
	25-34	32.3	0.0	100.0	100.0
	35-44	16.0	0.0	0.0	0.0
	45-54	15.1	50.0	0.0	0.0
	55-64	7.1	0.0	0.0	0.0
	65 and Older	0.5	0.0	0.0	0.0
	Unknown (Nonresident)	5.7	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	90.8	50.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		11-3031 Financial Managers (11-3031)	13-1032 Insurance Appraisers, Auto Damage (13-1032)	13-1161 Market Research Analysts and Market (13-1161)	13-1199 Business Operations Specialists, All Other (13-1199)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		159	N/D	N/D	N/D
Average Hourly Wage (\$)		22.12	21.64	27.40	17.58
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	84.0	100.0	100.0	100.0
	Paid Leave	84.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	88.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	0.0
	Reading Comprehension	84.0	100.0	100.0	100.0
	Technology Design	48.0	0.0	0.0	100.0
	Operation and Control	76.0	0.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	88.0	100.0	0.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	12.0	0.0	0.0	0.0
	Other	0.0	0.0	100.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	56.0	40.0	0.0	100.0
	Male	40.0	60.0	100.0	0.0
	Nonresident	4.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	16.0	60.0	0.0	0.0
	25-34	28.0	20.0	0.0	0.0
	35-44	12.0	20.0	100.0	100.0
	45-54	20.0	0.0	0.0	0.0
	55-64	12.0	0.0	0.0	0.0
	65 and Older	4.0	0.0	0.0	0.0
	Unknown (Nonresident)	8.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	96.0	60.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		13-2011	13-2021	13-2041	13-2052
		Accountants and Auditors (13-2011)	Appraisers and Assessors of Real Estate (13-2021)	Credit Analysts (13-2041)	Personal Financial Advisors (13-2052)
Typical Education <sup>a</sup>		Bachelors	Bachelors	Bachelors	Bachelors
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		30.00	22.00	21.64	48.17
% Paid Piece Rate		0.0	0.0	0.0	16.7
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	83.3
	Retirement	100.0	100.0	100.0	83.3
	Paid Leave	100.0	100.0	100.0	83.3
Skills Selected as "Important" (%)	Service Orientation	50.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	100.0	100.0	0.0
	Operation and Control	50.0	100.0	0.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	50.0	100.0	100.0	100.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	50.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	25.0	0.0	0.0	0.0
	36 or More	75.0	100.0	100.0	100.0
Gender	Female	50.0	0.0	100.0	50.0
	Male	50.0	100.0	0.0	50.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	0.0	0.0
	25-34	75.0	100.0	0.0	33.3
	35-44	0.0	0.0	0.0	16.7
	45-54	25.0	0.0	100.0	33.3
	55-64	0.0	0.0	0.0	16.7
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		13-2072 Loan Officers (13-2072)	13-2099 Financial Specialists, All Other (13-2099)	15-1142 Network and Computer Systems Admini (15-1142)	15-1151 Computer User Support Specialists (15- 1151)
Typical Education <sup>a</sup>		High School Diploma	Bachelors	Bachelors	Associates
N		153	N/D	N/D	N/D
Average Hourly Wage (\$)		19.27	18.27	22.84	17.42
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	100.0	100.0
	Retirement	66.7	100.0	33.3	100.0
	Paid Leave	100.0	100.0	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	100.0	100.0
	Critical Thinking	91.7	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	50.0	100.0	100.0	100.0
	Operation and Control	45.8	100.0	100.0	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	75.0	100.0	33.3	100.0
	Not Satisfied	12.5	0.0	66.7	0.0
	Neither	4.2	0.0	0.0	0.0
	Other	8.3	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	50.0	100.0	50.0	33.3
	Male	45.8	0.0	50.0	66.7
	Nonresident	4.2	0.0	0.0	0.0
Age Group	19 and Younger	4.2	0.0	0.0	0.0
	20-24	12.5	0.0	16.7	33.3
	25-34	37.5	0.0	33.3	66.7
	35-44	12.5	100.0	16.7	0.0
	45-54	12.5	0.0	0.0	0.0
	55-64	16.7	0.0	33.3	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	4.2	0.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	87.5	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		15-2011 Actuaries (15-2011)	23-2093 Title Examiners, Abstractors, and Searchers (23-2093)	29-1141 Registered Nurses (29-1141)	39-1021 First-Line Super./Manag., Personal Service Workers (39-1021)
Typical Education <sup>a</sup>		Bachelors	High School Diploma	Associates	Bachelors
N		N/D	95	N/D	N/D
Average Hourly Wage (\$)		19.31	18.27	24.76	.
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	100.0	86.7	100.0	100.0
	Retirement	100.0	66.7	100.0	100.0
	Paid Leave	100.0	86.7	100.0	100.0
Skills Selected as "Important" (%)	Service Orientation	0.0	93.3	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	40.0	50.0	0.0
	Operation and Control	100.0	40.0	50.0	0.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	50.0	100.0
	Not Satisfied	0.0	0.0	50.0	0.0
	Neither	0.0	0.0	0.0	0.0
	Other	0.0	0.0	0.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	50.0	0.0
	36 or More	100.0	100.0	50.0	100.0
Gender	Female	100.0	66.7	50.0	100.0
	Male	0.0	20.0	50.0	0.0
	Nonresident	0.0	13.3	0.0	0.0
Age Group	19 and Younger	0.0	6.7	0.0	0.0
	20-24	100.0	0.0	0.0	0.0
	25-34	0.0	26.7	50.0	0.0
	35-44	0.0	33.3	50.0	100.0
	45-54	0.0	6.7	0.0	0.0
	55-64	0.0	13.3	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	13.3	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		41-1011 First-Line Supervis./Managers of Retail Sales Work (41-1011)	41-2031 Retail Salespersons (41-2031)	41-3021 Insurance Sales Agents (41-3021)	41-3031 Securities, Commodities, and Financial Services Sa (41-3031)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Bachelors	Bachelors
N		N/D	N/D	223	N/D
Average Hourly Wage (\$)		.	15.00	21.64	17.00
% Paid Piece Rate		0.0	0.0	11.4	0.0
% Offered Selected Benefits	Health Insurance	0.0	0.0	60.0	100.0
	Retirement	0.0	0.0	48.6	100.0
	Paid Leave	100.0	0.0	68.6	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	88.6	100.0
	Critical Thinking	100.0	100.0	100.0	100.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	100.0	0.0	34.3	0.0
	Operation and Control	100.0	100.0	34.3	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	100.0	62.9	0.0
	Not Satisfied	0.0	0.0	11.4	0.0
	Neither	0.0	0.0	5.7	0.0
	Other	0.0	0.0	20.0	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	6.7	0.0
	21-35	0.0	100.0	20.0	0.0
	36 or More	100.0	0.0	73.3	100.0
Gender	Female	0.0	0.0	48.6	100.0
	Male	100.0	100.0	42.9	0.0
	Nonresident	0.0	0.0	8.6	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	0.0	2.9	25.0
	25-34	100.0	0.0	34.3	25.0
	35-44	0.0	0.0	11.4	25.0
	45-54	0.0	0.0	25.7	0.0
	55-64	0.0	100.0	17.1	25.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	8.6	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	91.4	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-1011 First-Line Supervisors/Managers of Office and Administrative (43-1011)	43-3011 Bill and Account Collectors (43-3011)	43-3021 Billing and Posting Clerks and Machine Operators (43-3021)	43-3071 Tellers (43-3071)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	High School Diploma
N		N/D	N/D	N/D	916
Average Hourly Wage (\$)		21.39	.	15.03	10.50
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	80.0	0.0	100.0	88.9
	Retirement	80.0	0.0	100.0	87.5
	Paid Leave	80.0	100.0	100.0	90.3
Skills Selected as "Important" (%)	Service Orientation	80.0	0.0	100.0	100.0
	Critical Thinking	80.0	0.0	100.0	89.6
	Reading Comprehension	80.0	0.0	100.0	87.5
	Technology Design	40.0	0.0	0.0	40.3
	Operation and Control	40.0	0.0	0.0	43.8
Employers' Satisfaction with New Hires' Skills	Satisfied	40.0	100.0	100.0	77.8
	Not Satisfied	0.0	0.0	0.0	2.1
	Neither	0.0	0.0	0.0	4.9
	Other	60.0	0.0	0.0	15.3
Average Weekly Hours Worked	20 or Less	0.0	100.0	0.0	2.3
	21-35	0.0	0.0	0.0	15.3
	36 or More	100.0	0.0	100.0	82.4
Gender	Female	80.0	100.0	50.0	80.6
	Male	20.0	0.0	50.0	13.2
	Nonresident	0.0	0.0	0.0	6.3
Age Group	19 and Younger	0.0	0.0	0.0	5.6
	20-24	0.0	0.0	0.0	30.6
	25-34	20.0	0.0	100.0	29.9
	35-44	20.0	0.0	0.0	13.9
	45-54	60.0	100.0	0.0	11.8
	55-64	0.0	0.0	0.0	1.4
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	0.0	0.0	6.9
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	90.3

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-3099 All Other Financial Clerks (43-3099)	43-4051 Customer Service Representatives (43-4051)	43-4131 Loan Interviewers and Clerks (43- 4131)	43-4141 New Accounts Clerks (43-4141)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Associates	High School Diploma
N		N/D	280	127	51
Average Hourly Wage (\$)		12.23	12.00	14.18	14.00
% Paid Piece Rate		0.0	2.3	0.0	0.0
% Offered Selected Benefits	Health Insurance	50.0	68.2	95.0	87.5
	Retirement	50.0	63.6	75.0	50.0
	Paid Leave	50.0	72.7	95.0	87.5
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	90.0	100.0
	Critical Thinking	50.0	97.7	95.0	75.0
	Reading Comprehension	100.0	100.0	95.0	62.5
	Technology Design	50.0	54.5	55.0	37.5
	Operation and Control	50.0	61.4	50.0	62.5
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0	61.4	75.0	87.5
	Not Satisfied	0.0	13.6	0.0	0.0
	Neither	0.0	18.2	10.0	12.5
	Other	0.0	6.8	15.0	0.0
Average Weekly Hours Worked	20 or Less	0.0	2.7	0.0	0.0
	21-35	0.0	8.1	10.0	12.5
	36 or More	100.0	89.2	90.0	87.5
Gender	Female	100.0	86.4	95.0	75.0
	Male	0.0	11.4	5.0	12.5
	Nonresident	0.0	2.3	0.0	12.5
Age Group	19 and Younger	0.0	0.0	0.0	12.5
	20-24	50.0	22.7	15.0	37.5
	25-34	25.0	38.6	35.0	12.5
	35-44	0.0	15.9	20.0	12.5
	45-54	25.0	13.6	30.0	12.5
	55-64	0.0	6.8	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	2.3	0.0	12.5
Turnover	% Still Working 1 Quarter After Hire	100.0	90.9	100.0	62.5

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

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Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-4171 Receptionists and Information Clerks (43-4171)	43-5071 Shipping, Receiving, and Traffic Clerks (43-5071)	43-6011 Executive Secretaries & Administrative Assistants (43-6011)	43-6014 Secretaries, Except Legal, Medical, and Executive (43-6014)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	Post Secondary	High School Diploma
N		N/D	N/D	N/D	N/D
Average Hourly Wage (\$)		13.50	10.41	18.50	15.39
% Paid Piece Rate		0.0	0.0	0.0	0.0
% Offered Selected Benefits	Health Insurance	60.0	100.0	0.0	80.0
	Retirement	60.0	100.0	0.0	80.0
	Paid Leave	60.0	100.0	0.0	100.0
Skills Selected as "Important" (%)	Service Orientation	60.0	100.0	100.0	100.0
	Critical Thinking	100.0	100.0	100.0	60.0
	Reading Comprehension	100.0	100.0	100.0	100.0
	Technology Design	40.0	0.0	100.0	40.0
	Operation and Control	100.0	100.0	100.0	40.0
Employers' Satisfaction with New Hires' Skills	Satisfied	60.0	100.0	100.0	40.0
	Not Satisfied	0.0	0.0	0.0	0.0
	Neither	0.0	0.0	0.0	20.0
	Other	40.0	0.0	0.0	40.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	0.0	0.0
	36 or More	100.0	100.0	100.0	100.0
Gender	Female	80.0	100.0	100.0	80.0
	Male	20.0	0.0	0.0	20.0
	Nonresident	0.0	0.0	0.0	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	40.0	0.0	0.0	0.0
	25-34	20.0	50.0	100.0	40.0
	35-44	20.0	0.0	0.0	40.0
	45-54	0.0	0.0	0.0	20.0
	55-64	20.0	0.0	0.0	0.0
	65 and Older	0.0	0.0	0.0	0.0
	Unknown (Nonresident)	0.0	50.0	0.0	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	100.0	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

## Finance and Insurance

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation			
		43-9021 Data Entry Keyers (43- 9021)	43-9041 Insurance Claims and Policy Processing Clerks (43-9041)	43-9061 Office Clerks, General (43- 9061)	49-9071 Maintenance and Repair Workers, Gen (49-9071)
Typical Education <sup>a</sup>		High School Diploma	High School Diploma	High School Diploma	Post Secondary
N		N/D	N/D	197	N/D
Average Hourly Wage (\$)		10.91	12.50	14.00	18.50
% Paid Piece Rate		0.0	0.0	3.2	0.0
% Offered Selected Benefits	Health Insurance	100.0	100.0	45.2	100.0
	Retirement	100.0	100.0	54.8	100.0
	Paid Leave	0.0	75.0	67.7	100.0
Skills Selected as "Important" (%)	Service Orientation	100.0	100.0	96.8	100.0
	Critical Thinking	0.0	100.0	83.9	100.0
	Reading Comprehension	100.0	100.0	96.8	100.0
	Technology Design	0.0	25.0	35.5	0.0
	Operation and Control	100.0	25.0	48.4	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	0.0	100.0	71.0	0.0
	Not Satisfied	0.0	0.0	25.8	0.0
	Neither	100.0	0.0	0.0	0.0
	Other	0.0	0.0	3.2	100.0
Average Weekly Hours Worked	20 or Less	0.0	0.0	0.0	0.0
	21-35	0.0	0.0	10.3	0.0
	36 or More	100.0	100.0	89.7	100.0
Gender	Female	100.0	75.0	83.9	0.0
	Male	0.0	25.0	12.9	100.0
	Nonresident	0.0	0.0	3.2	0.0
Age Group	19 and Younger	0.0	0.0	0.0	0.0
	20-24	0.0	25.0	25.8	0.0
	25-34	0.0	50.0	25.8	0.0
	35-44	100.0	0.0	19.4	100.0
	45-54	0.0	25.0	12.9	0.0
	55-64	0.0	0.0	9.7	0.0
	65 and Older	0.0	0.0	3.2	0.0
	Unknown (Nonresident)	0.0	0.0	3.2	0.0
Turnover	% Still Working 1 Quarter After Hire	100.0	100.0	77.4	100.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey

<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>

## Finance and Insurance

Estimates of New Hires Job Characteristics in Wyoming for 2011Q4-2013Q3 (Two Years) by Standard Occupational Classification (SOC) Code

Job Characteristics		Standard Occupational Classification (SOC) Code and Occupation 51-4121  Welders, Cutters, Solderers, and Brazers (51- 4121)
	Typical Education <sup>a</sup>	Post Secondary
	N	N/D
	Average Hourly Wage (\$)	21.00
	% Paid Piece Rate	0.0
% Offered Selected Benefits	Health Insurance	0.0
	Retirement	0.0
	Paid Leave	0.0
Skills Selected as "Important" (%)	Service Orientation	100.0
	Critical Thinking	100.0
	Reading Comprehension	0.0
	Technology Design	0.0
	Operation and Control	100.0
Employers' Satisfaction with New Hires' Skills	Satisfied	100.0
	Not Satisfied	0.0
	Neither	0.0
	Other	0.0
Average Weekly Hours Worked	20 or Less	0.0
	21-35	0.0
	36 or More	100.0
Gender	Female	0.0
	Male	100.0
	Nonresident	0.0
Age Group	19 and Younger	0.0
	20-24	0.0
	25-34	100.0
	35-44	0.0
	45-54	0.0
	55-64	0.0
	65 and Older	0.0
	Unknown (Nonresident)	0.0
Turnover	% Still Working 1 Quarter After Hire	0.0

Source: Research Planning, WY DWS  
New Hires Job Skills Survey  
<http://doe.state.wy.us/LMI/newhires.htm>

N/D = Not dicloseable  
due to confidentiality.

<sup>a</sup>Source: O\*Net ONline  
<http://www.onetonline.org/>